

The Investigation of the Staffs' Desire to Stay in Zehak Technical and Professional Organization and the Role of Job Boredom Proneness in its Improvement

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ABSTRACT— The desire to stay is lower in the presence of plentiful carrier opportunities in comparison with the low conditions of employment and limited opportunities. When the people find the economical atmosphere desirable and find out that the economy is growing, they can change their jobs easily in order to increase the gratification. The goal of this research is to investigate the role of job boredom proneness in staffs' desire to stay in Zehak technical and professional organization. The research methodology is descriptive and in the form of correlation. The statistical society of this research is Zehak technical and professional organization in 2015. And due to the population size of staff society, 85 staffs were selected as samples. In this research, two standard questionnaires of job boredom proneness and a self-made questionnaire of the desire to stay were used. In order to analyze the data, SPSS software was used. The important findings of this research suggested that there is a negative and meaningful relationship between job boredom proneness and staffs' desire to stay in Zehak technical and professional organization.

KEYWORDS: job boredom proneness, external stimuli, internal stimuli, emotional reaction, perception of time, fidget, desire to stay.

Introduction

With the increase of competition and the spread of human resources development methods, the organizations try to keep their talented staffs and enable them in order to show higher performance; but the organizations are always afraid of losing the human capitals and sustaining a loss because all the organizations spend a lot of money for educating, training and preparing their staffs for the desirable performance and interest level. When they lose their valuable work forces, they lose their skills and experiences that are gained over the years of effort. A low level of desire to stay in organization and leaving a job is costly for the organizations. When a person leaves his/her job, another person is hired and educated in order to have enough time for gaining experience at work (Hill and Perkenz, 1991, cited in Mehdad). The staffs that have a low level of desire to stay keep their distance from the organization psychologically and their effectiveness becomes low and this issue is costly for the organization (Lee, 2007). The desire to stay is lower in the presence of plentiful carrier opportunities in comparison with the low conditions of employment and limited opportunities. When the people find the economical atmosphere desirable and find out that the economy is growing, they can change their jobs easily in order to increase the gratification. At the organizational level, there are a lot of evidences that a decrease of the desire to stay and finally leaving the organization cause the expenses of recruitment and replacement (Aysen, 2010). A decrease of desire to stay and a tendency toward leaving an organization can decrease the effectiveness of an organization (Peters et al. 1982). 1 A lack of organizational sense of belonging and loyalty and the low level of desire to stay in organization make the staffs to leave the organization after accumulating experience and finding a more beneficial job. The disadvantages and harms of leaving an organization are so difficult for the organization. The first disadvantage is the expenses of recruitment and hire and also the educational expenses (Farmer, 2013). The work forces with a low organizational commitment and loyalty and the forces that are oriented toward leaving an organization do not try in the direction of achieving the organization goals and also they are effective in developing the culture of not paying attention to the organization problems among another colleagues (Hosseiniyan, 2007).

Job boredom proneness has 5 components:

The first component is called external stimuli. This component represents that the individual's level of boredom and disinterest is so high that the environmental stimuli are not able to stimulate him/her; in this case, the individuals become indifferent about environmental stimuli quickly. And finding job stimuli for these individuals is so difficult and they need more challenging stimuli. They can't come up with repetitive jobs and need more changes and varieties in order to preserve their health and happiness (Dori, 2014:35). The second component is internal stimuli that represent the problems related to inability of developing and keeping attention on doing the tasks, inability of finding favorable tasks, not having creative ideas and inability of stimulating himself/herself (Hill and Perkinz, 1985:16). The third component is related to emotional reactions. These reactions are anxiety, disinterest, the sense of repetitiveness of tasks and duties, lack of stimulating and irritability (Giambera, 1998:69).

The fourth component is the perception of time. This component is related to how to use the time. For these individuals, time passes slowly and they can't use the time suitably and can't do their tasks in the arranged time (Toular, 2013: 45). The fifth component is fidget. The patience and tolerance of these individuals are low and they get fidgety and restless in the situations that requires patience (Lee, 2014:15). Job Boredom proneness is a public complaint and a significant rate of staffs experiences it for a short or long period of time (Ekanner, 1982). Most of the researchers are unanimous that job boredom is an unpleasant situation in which concentration on work becomes difficult for the staffs and also passing time becomes so slowly. Job boredom proneness is usually accompanied by fidget, irritability and avoiding the job positions. Unfortunately, the organizational researchers have a little information about job boredom aspects. However, the evidences show that job boredom has harmful and serious consequences. These staffs face a problem in paying attention and sleeping and they experience more occupational accidents in a long time (Kropanza, 2013). Although job boredom proneness can have different negative consequences and effects, it is not taken into consideration seriously.

According to the above-mentioned matters, the key question of this research is:

Is there a relationship between staffs' job boredom proneness and their desire to stay in Zehak technical and professional organization?

The Research Hypotheses

The main Hypothesis

- There is a relationship between staffs' job boredom proneness and their desire to stay in Zehak technical and professional organization.

The Secondary Hypotheses

- There is a relationship between external stimuli and their desire to stay in Zehak technical and professional organization.
- There is a relationship between internal stimuli and their desire to stay in Zehak technical and professional organization.
- There is a relationship between emotional reactions and their desire to stay in Zehak technical and professional organization.
- There is a relationship between the perception of time and their desire to stay in Zehak technical and professional organization.
- There is a relationship between fidget and their desire to stay in Zehak technical and professional organization.

The Research Methodology

The present research is practical in terms of goal and it is descriptive and in a form of correlation in terms of methodology. The goal of this research is to investigate the role of job boredom proneness in the staffs' desire to stay in Zehak technical and professional organization. The statistical society of this research is all the staffs of Zehak technical and professional organization in 2015. Due to the research methodology and questions, 85 staffs were selected. In this research, a questionnaire of job boredom proneness was used in order to measure the amount of job boredom proneness. This questionnaire was created by Wedanovich and Kas (1990). And it was translated and edited by Taghavi under the supervision of Neami (2008) for the first time in Iran. This questionnaire has 28 questions and 5-choice answers and the upper (higher) choices show more job boredom proneness. This questionnaire evaluates five components of job boredom such as external stimuli, internal stimuli, emotional reaction, the perception of time and fidget. The internal validity of this questionnaire was reported 0/8 by Harris (2000), 0/82 by Davis (1991), 0/81 by Blanchard (1994), 0/84 by Iving (1996 and 0/84 by Wedanovich (1999). In the present research, the stability of the questionnaire is reported 0/89 by Cronbach's alpha. In order to determine the validity of this researcher-made questionnaire, this 19-question questionnaire and an introduction and complete explanations about the variables were given to 5 professors of Rafsanjan Azad University and the professors were asked to express the validity of questions in the form of options such as "completely appropriate", "appropriate", "approximately appropriate", "inappropriate" and "completely inappropriate" due to the considered questions. After receiving the answers, it is determined that the validity of 3 questionnaires of the desire to stay is 90% by using the method of validity percent. The stability of this questionnaire is reported 0/92 due to Cronbach's alpha.

The Research Findings

Table 1- mean and standard deviation of the research variables

Variables	Mean	Standard Deviation
job boredom proneness	2.74	0.291
external stimuli	3.07	0.464
internal stimuli	2.79	0.511
emotional reactions	2.58	0.508
perception of time	2.66	0.501
fidget	2.50	0.632
desire to stay	3.28	0.629

Investigating the Research Hypotheses

There is a relationship between staffs' job boredom proneness and their desire to stay in Zehak technical and professional organization. In order to investigate the main hypothesis, correlation test of Kendal and Spearman is used. The results are:

Table 2- The statistics of correlation test of Kendal and Spearman between staffs' job boredom proneness and their desire to stay in Zehak technical and professional organization

Job boredom proneness variable of Kendal and Spearman test									
Desire to Stay	Correlation Coefficient	Meaningfulness	Number	Correlation Coefficient	Meaningfulness	Number	Relationship	Kind of Relationship	The Determination Coefficient
	0.198	0.000	85	0.281	0.000	85	There is	Reverse	0.092

The analysis of data shows that correlation coefficients of Kendal and Spearman test between 2 variables of job boredom proneness and staffs' desire to stay in Zehak technical and professional organization are -0/198 and -0/281 respectively and with -p the amount of (meaningfulness) is 0/000 and 0/000 respectively and they are lesser than meaningfulness level of $\alpha=0/05$. In result, there is a meaningful relationship between job boredom proneness and staffs' desire to stay in Zehak technical and professional organization. The negative correlation coefficients show the reverse relationship between these two variables. Also the determination coefficient between the two variables (R^2) is 0/092. The changes between these two variables are common (9/2 percent of the changes of desire to stay is explained by job boredom proneness).

1. There is a relationship between external stimuli and their desire to stay in Zehak technical and professional organization.

Table 3- The statistics of correlation test of Kendal and Spearman between external stimuli and their desire to stay in Zehak technical and professional organization

Job boredom proneness variable of Kendal and Spearman test									
Desire to Stay	Correlation Coefficient	Meaningfulness	Number	Correlation Coefficient	Meaningfulness	Number	Relationship	Kind of Relationship	The Determination Coefficient
	-0.065	0.154	85	-0.090	0.160	85	There isn't	-	0.005

The analysis of data shows that correlation coefficients of Kendal and Spearman test between 2 variables of external stimuli and staffs' desire to stay in Zehak technical and professional organization are -0/065 and -0/090 respectively and with -p the amount of (meaningfulness) is 0/154 and 0/160 respectively and they are bigger than meaningfulness level of $\alpha=0/05$. Therefore assume lack of relationship at this level is not rejected, as a result there isn't a relationship between external stimuli and their desire to stay in Zehak technical and professional organization.

2. There is a relationship between internal stimuli and their desire to stay in Zehak technical and professional organization.

Table 4- The statistics of correlation test of Kendal and Spearman between internal stimuli and their desire to stay in Zehak technical and professional organization

Job boredom proneness variable of Kendal and Spearman test									
Desire to Stay	Correlation Coefficient	Meaningfulness	Number	Correlation Coefficient	Meaningfulness	Number	Relationship	Kind of Relationship	The Determination Coefficient
	-0.234	0.000	85	-0.325	0.000	85	There is	Reverse	0.155

The analysis of data shows that correlation coefficients of Kendal and Spearman test between 2 variables of internal stimuli and staffs' desire to stay in Zehak technical and professional organization are -0/234 and -0/325 respectively and with -p the amount of (meaningfulness) is 0/000 and 0/000 respectively and they are lesser than meaningfulness level of $\alpha= 0/05$. In result, there is a meaningful relationship between internal stimuli and staffs' desire to stay in Zehak technical and professional organization. The negative correlation coefficients show the reverse relationship between these two variables. Also the determination coefficient between the two variables (R^2) is 0/155. The changes between these two variables are common (15.5 percent of the changes of desire to stay is explained by internal stimuli).

3. There is a relationship between emotional reactions and their desire to stay in Zehak technical and professional organization.

Table 5-The statistics of correlation test of Kendal and Spearman between emotional reactions and their desire to stay in Zehak technical and professional organization

Job boredom proneness variable of Kendal and Spearman test									
Desire to Stay	Correlation Coefficient	Meaningfulness	Number	Correlation Coefficient	Meaningfulness	Number	Relationship	Kind of Relationship	The Determination Coefficient
		-0.125	0.006	85	-0.172	0.007	85	There is	Reverse

The analysis of data shows that correlation coefficients of Kendal and Spearman test between 2 variables of emotional reactions and staffs' desire to stay in Zehak technical and professional organization are -0/125 and -0/172 respectively and with -p the amount of (meaningfulness) is 0/006 and 0/007 respectively and they are lesser than meaningfulness level of $\alpha= 0/05$. In result, there is a meaningful relationship between emotional reactions and staffs' desire to stay in Zehak technical and professional organization. The negative correlation coefficients show the reverse relationship between these two variables. Also the determination coefficient between the two variables (R^2) is 0/023. The changes between these two variables are common (2.3 percent of the changes of desire to stay is explained by emotional reactions).

4. There is a relationship between the perception of time and their desire to stay in Zehak technical and professional organization.

Table 6-The statistics of correlation test of Kendal and Spearman between the perception of time and their desire to stay in Zehak technical and professional organization

Job boredom proneness variable of Kendal and Spearman test									
Desire to Stay	Correlation Coefficient	Meaningfulness	Number	Correlation Coefficient	Meaningfulness	Number	Relationship	Kind of Relationship	The Determination Coefficient
		-0.049	0.286	85	-0.066	0.305	85	There isn't	-

The analysis of data shows that correlation coefficients of Kendal and Spearman test between 2 variables of perception of time and staffs' desire to stay in Zehak technical and professional organization are -0/049 and -0/066 respectively and with -p the amount of (meaningfulness) is 0/286 and 0/305 respectively and they are bigger than meaningfulness level of $\alpha= 0/05$. Therefore assume lack of relationship at this level is not rejected, as a result there isn't a relationship between perception of time and their desire to stay in Zehak technical and professional organization.

5. There is a relationship between fidget and their desire to stay in Zehak technical and professional organization.

Table 7- The statistics of correlation test of Kendal and Spearman between fidget and their desire to stay in Zehak technical and professional organization

Job boredom proneness variable of Kendal and Spearman test									
Desire to Stay	Correlation Coefficient	Meaningfulness	Number	Correlation Coefficient	Meaningfulness	Number	Relationship	Kind of Relationship	The Determination Coefficient
	-0.063	0.170	85	-0.091	0.158	85	There isn't	-	0.0

The analysis of data shows that correlation coefficients of Kendal and Spearman test between 2 variables of fidget and staffs' desire to stay in Zehak technical and professional organization are -0/063 and -0/091 respectively and with -p the amount of (meaningfulness) is 0/170 and 0/158 respectively and they are bigger than meaningfulness level of $\alpha=0/05$. Therefore assume lack of relationship at this level is not rejected, as a result there isn't a relationship between fidget and their desire to stay in Zehak technical and professional organization.

Discussion and Conclusion

The results of correlation test show that there is a negative relationship between job boredom proneness and the staffs' desire to stay in Zehak technical and professional organization. It is expected that job boredom proneness causes the decrease of desire to stay due to this point that the individuals who have high job boredom can't concentrate on their tasks easily and they don't have new ideas for their work and have lower new and creative thoughts. And also in one hand, job boredom causes emotional reactions such as depression (Farmer and Sandberg, 1986), loneliness (Ahmad, 1990), anxiety and hostility (Wedanovich et al, 1991), nervousness, fear and feeling guilty (Spector et al, 1988). Because the individuals who have high job boredom proneness don't have a positive perception of their occupational situations, they need so intensive stimuli in order to stimulate and these stimuli are not present in most of the industrial and organizational environments. These factors make the staffs to leave the organization after accumulating experience and finding a more beneficial job. The disadvantages and harms of leaving an organization are so difficult for the organization. So, it is recommended that the organizations promote the quality of work in every unit, take part in and negotiate about business goals and develop business goals, create the chance of progress and enhance the individual's options at work due to his/her competences in order to prevent repetitiveness and monotony of work and attract the staffs and reinforce the tendency of the desire to stay in them.

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